

COUNTY OF SAN BERNARDINO DEPARTMENT OF BEHAVIORAL HEALTH
PRE-DOCTORAL INTERNSHIP IN CLINICAL PSYCHOLOGY

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PSYCHOLOGY INTERN PROGRAM SUPERVISOR: KIPP THORN, PSY.D.

Agency

The County of San Bernardino Department of Behavioral Health is a comprehensive community mental health organization that provides the full range of mental health services to the 2,000,000 or so people in the largest county (in area) in the continental 48 states. The Department has approximately 600 employees, including psychiatrists, social workers, marriage and family therapists, occupational therapists, nurses, case managers, mental health specialists, interns in psychology, social work, occupational therapy, and marriage and family therapy, and 30 doctoral psychologists (23 licensed). Outpatient, forensic, day treatment/clubhouse and inpatient services are provided in the Department's multiple, community-based clinical sites, including neighborhood and outlying Department regional centers and detention facilities, as well as through sites contracted with various area private agencies and providers.

Positions Available

Six full-time (40 hours per week) doctoral-level clinical psychology internship positions. (No half-time positions are offered for 2014-15.) (Last year there were 200 applicants for our six intern positions.)

Intern Year

July 14, 2014 – July 10, 2015

Summary of Service Experiences Available

A wide variety of clinical experiences is available in this internship, and while interns will be placed in only two programs themselves, they will learn about a number of other programs through case presentations by other interns. Opportunities are available for experiences in intake evaluation and disposition; diagnosis; crisis intervention; psychological testing with many types and ages of clients; outpatient individual, conjoint, family and group therapy with clients of many ages; day treatment and/or client clubhouse work; case management; mental health rehabilitation (therapeutic training in life skills); complete clinical documentation and record-keeping; interdisciplinary teamwork; and utilization review processes. The Department supports several client clubhouses. Exposure to state hospital, Courthouse, detention facilities, and drug rehabilitation settings is available, depending on rotations selected. The Department has one clinic for clients who have both psychiatric and substance use problems, and there is also a separate division for substance use treatment alone. The Department has a treatment program for persons on welfare who have a mental health impediment to resuming employment. The internship provides a moderate amount of training in psychological testing, and we have a contract psychologist providing supervision for testing, including neuropsychological screening. Psychotherapy and mental health rehabilitation are provided with limits determined by diagnosis and level of dysfunction.

Clientele

Department services are available to persons covered by Medicaid and to other residents who do not have health coverage, on a sliding-scale basis. Priority is given to more severely disturbed clients and children at risk. The majority are persons with little or no income, though there are also some middle-class clients. Most are receiving public assistance and many have relatively severe psychopathology. The client population includes roughly 19% African-Americans, 36% Latino/Hispanic, 36% Caucasian, 2% Asians, and 1% Native-Americans (local population 7%, 49%, 33%, 7% and 1%, respectively). Approximately 30% of County residents are under the age of 18.

Hourly Stipend

\$15.20 per hour for 1,900 hours (\$28,880, paid bi-weekly, for hours actually worked). The stipend is only paid for the one continuous training year of Internship. Holidays and other time off are not paid time, but interns can earn the full stipend and still take off all thirteen staff holidays plus about 13 days of (unpaid) discretionary time. Special (unpaid) arrangements can possibly be made for additional hours if 2,000 hours of internship are required by your school or state where seeking licensure. Interns are hired as County Public Service Employees. The County provides malpractice insurance and worker's compensation coverage but no other benefits.

Theoretical Orientation

As an organization, the Department of Behavioral Health adheres to the community mental health philosophy, including early treatment of emotional disorders, providing services in non-clinic locations when appropriate, and responsiveness to changing community needs. California uses the "Recovery Model" for delivery of Medicaid services, with an emphasis on services for those in acute need, the severely and persistently mentally ill, and "at risk" children and families. The Department has made progress in implementing a "mental health recovery" philosophy of care, which places emphasis on optimism regarding client improvement, better assistance with basic resource needs, client empowerment, reintegration into the community, and the value of client self-help. Outpatient services involve a strong emphasis on brief treatment and group treatment, though interns usually have the opportunity to work with some clients for 6 months or longer. The Department has a set of evidence-based practice guidelines that staff can consult while planning care, based on American Psychological Association and American Psychiatric Association findings and position statements. A wide range of theoretical orientations is found among our staff, including persons of the ego-psychological, general psychodynamic, cognitive-behavioral, humanistic, Gestalt, attachment, eclectic and existential persuasions. The Department is committed to the multidisciplinary team concept, and interns will gain experience working alongside those of other disciplines as part of a services team.

Internship Mission

The mission of the program is to provide clinical psychology internship training of as high a quality as possible, for the purpose of preparing doctoral psychology students to practice ethically and with excellence as clinical psychologists, providing services in ways that respect and preserve the rights and dignity of all in society. We seek to prepare interns to function well in later employment, particularly in public mental health (and we encourage them to apply for positions with the Department following graduation). The training program helps interns to provide effective, appropriate, high quality services to Department clients as a part of their training. The program emphasizes professionalism as an outcome goal of the training experience for all interns. Interns are expected to demonstrate openness to learning and constructive feedback in order to facilitate professional growth. Consideration and respect for others in the workplace is expected so that interns and others can enjoy productive working relationships. Interns are assisted in forging an important balance between confidence and humility, and in gracefully and productively managing the many technical and time-intensive demands of the program.

Internship Philosophy of Training

The internship program's philosophy of training is most similar to the "practitioner-scholar" model. It provides practical training and experience in those activities fundamental to the clinical functioning of psychologists (assessment, intervention, consultation, supervision, and research). It encourages careful thinking, evidence-based practice, and regular use of the professional literature to inform practice. Specialization is seen as more appropriate for postgraduate supervised experience, so the major emphasis here is on sound, basic training, building on the classroom and practicum exposure to interviewing, psychotherapy, and psychological testing required of all applicants. The internship allows the opportunity to practice, refine, and expand these skills in a real-world setting. (To some extent, specialization interests may be pursued here by careful choice of rotation placements and supervisory consultation.)

Graduates of this program will have appropriate knowledge, grounding and skill in interviewing, crisis intervention, intake assessment leading to formal diagnosis, psychological testing, treatment planning, individual and group psychotherapy, case management, and use of community resources. Interns will also gain a lesser amount of experience in consultation, family psychotherapy and supervision. All interns will gain some experience with seriously disturbed clients, in day treatment programs or client clubhouses. Interns are encouraged to gain skills as well in couples therapy and mental health rehabilitation. Assessment and treatment of children occur in almost all outpatient placements, and interns will receive exposure to the complications of working with dual diagnosis (mental illness and substance use) clients. Interns will receive exposure and training with respect to a wide range of clients on dimensions of age, gender, ethnic/cultural background, sexual orientation, and problem type, including psychotic, persistently mentally ill, and potentially suicidal clients. Research is encouraged as another basic skill of psychologists, and interns spend the equivalent of one week of work time either doing a brief applied research project directly relevant to daily clinic operations, client care, or treatment outcomes, or participating in ongoing Departmental research. The time needed to accomplish basic clinical training precludes having community outreach or other indirect services.

The program strives to provide interns with insights regarding general human functioning that are applicable to all people, so that mental and emotional problems can be understood as a subset of the broad range of human experience and behavior. The scientific and professional literature is available throughout the year to encourage a comprehensive understanding of human behavior and to keep us mindful of the research support (or lack thereof) for our ideas and techniques. All interns will spend at least six months in an outpatient clinic, and all interns will spend at least one rotation working with children and/or adolescent populations. To structure the clinical learning experience, minimum requirements are set for the year for the full-time intern. 15 intake evaluations, 10 test batteries, 400 hours of psychotherapy (including minimums of 50 hours of group therapy, 100 individual hours, 20 hours of family/couples therapy, and 10 hours with the elderly), 2 crisis interventions, 50 hours of day treatment or client clubhouse experience, 2 consultations apart from psychological testing consultations, 20 hours of case management activities, one presentation for the intern seminar, and the use for supervision of 24 recorded or observed sessions. All interns are expected to work with both child and adult clients during their outpatient rotation. Interns are expected to correctly diagnose two-thirds or more of the diagnostic vignettes in a diagnosis test given late in the training year. These and other requirements are translated into a set of 41 outcome goals, and it is our program goal that every intern will achieve at least ninety percent of these goals. It is a goal of the program that by the end of the internship, interns will be functioning with clinical skill competence, responsibility, judgment, and ethical sensitivity adequate for entry into the post-degree, pre-licensure practice of clinical psychology.

We believe that better training is achieved through longer and more in-depth experiences than through a greater number of brief experiences, so interns select two six-month rotations for the year. Generally speaking, we expect 40% of an intern's hours to be spent in client contact (16 hrs./wk). Interns do contribute significantly to the programs in which they work, but the training experience is judiciously protected from program demands by the Coordinator and the supervisors. Opportunities for the development of professional identity are provided through the examples of supervisors, discussion of professional issues in the intern seminar, the interdisciplinary work in the clinics, addressing professional roles and ideals in supervision, and occasional activities with psychologists at other facilities.

Dr. Thorn, the internship coordinator believes that clinical psychologists must know themselves well in order to be maximally effective as professionals. Our individual and group supervision sessions, therefore, are used not only to discuss cases and professional issues but also to provide opportunity for personal examination and feedback and a chance to reflect on how our personal characteristics and feelings affect our functioning as psychologists. Openness to this process of self-examination and honest, helpful feedback to and from others is highly encouraged. One hour per week is made available for a voluntary process or counter-transference group for interns, in which further discussion and exploration of counter-transference issues may take place. (The internship program's policy statements from the internship manual regarding its mission, its outcome goals and self-assessment methods, and its philosophy of training are available upon request).

Training Program Components

The most important training experience here is an intern's actual clinical work (together with the supervision on that work). There is also a weekly two-hour didactic seminar with presentations on a wide variety of topics related to the field, including psychopathology, treatment modalities, psychological testing, ethics, cultural competency, mental health administration and professional issues. Each intern contributes one presentation to this seminar during the year. There is a testing consultation seminar every other week. Most clinics hold interesting case conferences weekly. Training in multi-cultural issues, clinical supervision, specialized clinical interventions and ethical/legal issues is available every year through Departmental in-service training, and training in medical recordkeeping is provided to new staff. A few half-day retreats are held during the year for all supervisors and interns. The intern process (counter-transference) group mentioned above has been felt by past interns to have been important in helping them to make good use of the other training experiences, and informal interaction with other interns in discussing cases and problems has also been counted by interns as helpful and meaningful.

Typical Intern Week

Exact hours will vary with the different programs of assignment, but the internship structure and requirements will typically result in a weekly (full-time) schedule such as the following:

- 10 hrs. treatment
- 2 hrs. intake
- 4 hrs. testing, scoring, and/or report writing
- 2 hrs. individual supervision
- 2 hrs. group supervision by Coordinator
- 2 hrs. intern didactic seminar
- 1 hr. testing consultation meeting
- 1 hr. intern process/countertransference group
- 1 hr. clinic staff meeting
- 2 hr. clinic treatment team and/or case conference meetings
- 4 hrs. clinical records, letters
- 9 hrs. consultation, crisis intervention, collateral, case management, research, in-service training, etc.

Supervision

Full-time interns receive a minimum of one hour of individual supervision each week from a licensed psychologist who is their primary supervisor for their clinic of assignment. They also receive two hours of group supervision from the Coordinator each week. A fourth hour of supervision is normally related to oversight of testing issues and is individual. The program requires some use of recordings of client sessions in individual supervision. In group supervision sessions, the Coordinator will be taking a process approach to supervision, emphasizing the interactional processes of therapists and clients together, conceptualization of the relationship of developmental phenomena to current functioning, motivations for all behaviors (of both clients and therapists), emotions that are being avoided, and transference and counter-transference issues. The Coordinator's own theoretical orientation is based on developmental and attachment theories, and is integrative with cognitive- behavioral and family systems ideas. All hours of supervised professional experience (SPE) in the intern program will be arranged so as to count toward psychology licensure in California (the CA Board of Psychology requires that a minimum of 1500 hours of SPE are post-doctoral).

Evaluation

Supervisors provide formal evaluation of an intern's abilities and performance after each quarter of the training year. Outcome goals are evaluated at the end of the fourth quarter. Individual conferences with the Coordinator at the end of each rotation provide an opportunity for summarizing and planning for the future. Interns evaluate their supervisors at the end of their supervisory association and evaluate the internship program after 6 months and at the end of the training year. After leaving the program, interns are surveyed for further feedback about the program after one year and five years of further experience.

Rotations

Subject to the approval of the Coordinator, interns will select two placement rotations for the year from the Department programs listed below (including at least one outpatient clinic). At some time during the year, each intern will participate for at least 50 hours in a day treatment program or client clubhouse. Some outpatient clinics have their own day treatment programs, but a day treatment program in another facility may be utilized if necessary. Each intern will contribute to the "walk-in" crisis needs of clients in the clinics in which they work. Rotations may also be chosen to accommodate special training needs or personal interests of an individual student. You should discuss these interests with the Coordinator before accepting a position in our program.

Assigned clinical rotations will be established by the Coordinator shortly following the APPIC match process, with competing placement requests resolved first by degree of training need and secondarily by maximizing requested rotation matches for the entire intern group. Final acceptance into a rotation will be contingent on the approval of the placement's primary intern supervisor and clinic supervisor upon your arrival here.

The following descriptions give a brief overview of the currently available clinical training rotations. Some sites listed have psychologists on their staff, and some have the rotation's primary psychologist supervisor on site; others are available as a rotation, but the primary psychologist supervisor may be located at a different site. Information regarding psychologist supervisors is listed with each site (even for those sites that do not currently offer a rotation). Generally there is only one psychology intern placed at each site. Though unlikely, supervisors and clinical sites may be subject to change without notice.

Programs

Outpatient Rotations

Transitional Age Youth (TAY) Center

The "one stop" Transitional Age Youth (TAY) Center provides psychotherapy, case management and psychiatric services to underserved populations in the 16-25 age range. The clinical population includes individuals with significant emotional disturbances, high users of acute facilities, homeless, dual-diagnosed and those with histories of incarceration or currently on probation or parole. Much focus is on assisting adolescents and young adults to self-improve through career development, educational opportunities, social skills building and other issues directly related to the crucial tasks of moving from adolescence into adulthood.

Location: 780 E. Gilbert Street, San Bernardino, CA 92415.

Primary Intern Supervisor: Melanie Daye, Ph.D. (2011, California School of Professional Psychology at Alliant International University, Los Angeles) (909) 387-7243

Dr. Daye completed clinical practicum and internship experiences with the Family Center in Covina (child, adolescent, and family therapy & psychological testing), with BHC Alhambra Hospital's Reasons Eating Disorder Center (inpatient, partial hospitalization, and outpatient treatment) and with the Department of Behavioral Health's (DBH) Psychology Internship Program, with rotations at the Upland Clinic and at the Transitional Age Youth Center (TAY). Dr. Daye completed her post-doctoral clinical hours in a private group practice where she facilitated intensive outpatient program therapy groups (mood, eating, and substance/dual diagnosis disorders), assisted in program development, and conducted psychological testing. Dr. Daye's graduate research has focused on human-animal interaction studies and her research interests further include health psychology, and social/personality psychology related topics. In 2012, Dr. Daye returned to DBH and was hired for a position at the TAY Center, working with young adults, conducting individual and group therapy services, and carrying out other clinic-specific tasks. Dr. Daye's theoretical orientation is integrative (cognitive-behavioral, dialectical-behavioral, solution-focused, motivational, existential, and self-psychological) and her supervisory approach is integrative as well.

Mesa Counseling Center

The Mesa outpatient clinic, located within the multi-service Health Resource Center in Rialto, provides the full range of outpatient services. Interns typically work with the Triage supervisor to hone triage/assessment and diagnostic skills. There are often opportunities to respond to crisis walk-in needs of clients. Experiences will include individual psychotherapy with children, adolescents and adults; psychological testing; and group psychotherapy. The Mesa clinic is the largest of our Department's outpatient system. One psychologist is on staff at the Mesa facility, and Dr. Thorn provides primary intern supervision on-site.

Location: 850 E. Foothill Blvd., Rialto CA 92376.

Primary Intern Supervisor: Kipp Thorn, Psy.D. (1999, Baylor University) (909)-252-4042

Developmental theories, particularly Object Relations and Attachment theories, exert a strong influence on the way I conceptualize and treat cases; However, I readily accommodate Cognitive-Behavioral, Solution-Focused and other perspectives and techniques as appropriate. My style as a supervisor is guided by an awareness of the often stressful nature of the life of an intern. I believe in providing an enjoyable, collegial, open, reflective, non-judgmental learning environment, attending to counter-transference issues, and flexibly responding to a supervisee's needs within the clinic environment.

Vista Community Counseling

The Vista outpatient clinic in Fontana provides the full range of outpatient services. One psychologist is currently on staff at Vista, and he serves as the primary supervisor of interns at this site. The Vista clinic is a smaller facility relative to our other outpatient clinics. Interns can expect to work with a wide range of diagnostic issues and with clients of various age groups.

Location: 17216 Slover Ave., Bldg. L; Fontana CA 92337.

Primary Intern Supervisor: Kipp Thorn, Psy.D. (See above for Mesa clinic) (909)-252-4042

Upland Community Counseling Center

Approximately 20 miles west of San Bernardino, Upland CCC provides day treatment and clubhouse services for adults and the full range of other outpatient services to both adults and children. Opportunities are available for in-vivo group therapy experience with licensed psychologists as co-facilitators. Three psychologists are currently on staff, including the clinic's supervisor; the other two psychologists at Upland serve as clinical therapists and primary supervisors for psychology interns.

Location: 934 N. Mountain Ave, #C; Upland CA 91786

Primary Intern Supervisor (adult caseload): Kelline M. DeEspinosa, Psy.D. (1998, California School of Professional Psychology- Los Angeles) (909) 579-8100

Dr. DeEspinosa facilitates several adult psychotherapy groups. She provides individual psychotherapy and crisis intervention services. In addition, Dr. DeEspinosa supervises pre-licensed psychologists who are earning post-doctoral hours toward licensure and psychology interns. Dr. DeEspinosa's clinical work has focused on treating severely and persistently mentally ill adults in a community mental health setting. She also has experience treating adults who have been dually diagnosed. Dr. DeEspinosa's theoretical orientation is cognitive/behavioral.

Primary Intern Supervisor (child/adolescent caseload): John Mendoza, Psy.D. (California School of Professional Psychology) (909) 579-8100

I completed my APA approved internship right here with DBH in 1998 and was formally hired in 1999. I worked with the STAR Program for two years when it first began and have worked at Upland Community Counseling since 2000. I work with children, adolescents, adults and their families. I approach the therapeutic process from a Bio-Psycho-Social-Spiritual perspective and typically use Cognitive Behavioral and Family Systems orientations.

I also have a military background and left DBH several times to deploy, including as an Infantry Company Commander in Iraq from 2006-2007. My military experience has led me to also integrate planning, leadership, and decision making methods into my work and have also given me a deep personal insight into the strengths and shortcomings of humanity, at its best and worst. I approach supervision as a collaborative process, working together while helping the client achieve the best possible outcome.

Forensic Rotations

Supervised Treatment After Release (STAR)

The STAR program provides individual and group therapy treatment and case management to court-referred, dual-diagnosed clients with serious and persistent mental illness. Participation in STAR is a condition of probation through the San Bernardino County Mental Health Court. STAR has available residential and outpatient substance abuse treatment, day treatment, intensive case management, and psychiatric services. STAR clients receive periodic court oversight. Some opportunity for Court-related work exists.

Location: 1330 Cooley Dr., Colton CA 92324

Primary Intern Supervisor: Timothy DeChenne, Ph.D. (1975, Univ. of Chicago) (909) 590-5355

Dr. DeChenne completed his internship with Kaiser Permanente Medical Group in Los Angeles. He served on the faculty of State University of New York--Genesee, and later became Associate Director of the Counseling Center at the University of California—Riverside, where he coordinated the internship program. He joined DBH in 1997 and is currently the Clinic Supervisor for STAR. He is published in several areas, including personality disorders, social attitudes, and the self-concept, and he is an editorial consultant to "Psychotherapy," the journal of APA's Division of Psychotherapy. He has an eclectic, multimodal approach to clinical work, with particular interest in brief therapy and in models of clinical supervision.

Conditional Release (CONREP)

The CONREP program provides intensive case management and therapy services to adults who have been released from state institutions and are required to participate in a variety of treatment services. Individual and group therapy, field trips, court appearances, drug testing, collateral contacts and placement evaluations are among the many types of services interns are typically involved in at this rotation. Populations serviced consist mainly of severely and persistently mentally ill adults.

Location: 1330 Cooley Dr., Colton CA 92324

NOTE: Interns placed at either the STAR or CONREP rotations typically have the opportunity to split their time between the two clinics, in order to gain exposure to both experiences.

Primary Intern Supervisor: Kipp Thorn, Psy.D. (See above for Mesa clinic) (909-252-4042)

Delegated Supervisor: Timothy DeChenne, Ph.D. (See above for STAR) (909) 590-5355

Forensic Adolescent Services Team (FAST)

FAST is part of the Juvenile Justice Program in the San Bernardino County Juvenile Detention Centers. FAST provides mental health evaluation and treatment for incarcerated minors. One psychologist is currently on staff (a recent graduate of our program!), while Dr. Thorn has significant prior experience as a lead clinician with FAST, and is available for primary supervision at this site. Applicants to this rotation are required to undergo an extensive criminal background check.

Location: 900 E. Gilbert St., San Bernardino CA 92415

Primary Intern Supervisor: Kipp Thorn, Psy.D. (See above for Mesa clinic) (909-252-4042)

Internship-related DBH Programs (non-rotations)

The Research and Evaluation section, overseen by a psychologist (Dr. Keith Harris), and located at the Department's Administration unit collects and analyzes client demographic and treatment outcome data for management information and reporting purposes. It is not a formal rotation, but interns could be involved in the use of the Department's extensive client information database to answer questions of interest. Assistance is also available relative to the program's research project requirement.

The CalWORKS program assists clients on public assistance to overcome emotional barriers to resuming paid employment. No rotation is currently available.

The Department has eleven client clubhouses (activity and socialization centers), in San Bernardino, Rialto, Upland, Morongo Basin, Rancho Cucamonga, and Victorville. An intern would provide informal counseling, facilitate support groups, teach psycho-education courses, assist with vocational training, and assist with clubhouse projects. Interns are required to spend a minimum of 50 hours over the course of the training year in contact with clubhouse settings. There are no psychologists on staff at these facilities, but off-site supervision will be provided. Locations vary.

The Quality Management and Compliance Units oversee compliance of Department staff and units with Federal, State, and local regulations (including Medicare, Medi-Cal, and HIPAA). It also plans and implements the Department's quality assurance program. Interns could learn a great deal about establishing procedures and regulations and monitoring clinical and administrative behavior. No rotation is currently available.

The AgeWise Program provides mental health treatment and case management outreach for older adults. In addition to clinical staff, trained senior peer counselors facilitate support groups. Referrals and consultation are available to individuals, families and agencies working with the elderly. Interns have sometimes provided small amounts of work within this program (i.e.: facilitated a group). Services are provided in all areas of San Bernardino County. No rotation is available, but interns may have an opportunity to provide limited services at this unit.

The Community Crisis Response Team (CCRT) is a community-based mobile crisis response program for individuals experiencing a psychiatric emergency. The team responds to crises involving adults, children and adolescents across San Bernardino County.

Facilities and Environment

The largest Department center is at the County of San Bernardino Health Services in Rialto. Outlying clinics are generally in new facilities. Moreover, staff are pleasant, friendly and competent, and interns have consistently been welcomed in the working programs. Office space for interns is sometimes sparse, but we usually cope adequately, and interns normally have their own office. The Department has a small professional library with several current journals and a small audio/visual center. The County Medical Center library is also available to interns. The internship program has several audio and video devices for recording client sessions. Our testing complement includes major cognitive, neuropsychological screening, and objective and projective behavioral assessment and personality devices. Electronic scoring programs for testing includes: MMPI-2, MMPI-A, MACI, WAIS/WISC, RIAP, CBCL and MCMI-III scoring programs. Computers (and internet access) are standard for all interns. Supervision for psychological testing is currently provided through a contracted psychologist specializing in the field.

The city of San Bernardino has a population of around 180,000 and is marvelously located in terms of various outdoor and urban activities within reach. The professional and entertainment stimulation of Los Angeles is one hour away, and we are only 30 minutes from Ontario International Airport. The Southern California beaches are only about an hour away. With only a half hour of commuting, you can enjoy summer hiking or skiing in the winter, or live in a cabin in the nearby mountains. San Diego and Mexico are approximately three hours away. The Redlands Bowl and Yucaipa Community Park provide outdoor summer entertainment. There are six, four-year colleges within ten miles of San Bernardino, including two campuses of the state system. The climate is quite dry and warm. There is smog in the summer (which might cause problems only for those who already have respiratory problems), but winters are generally balmy and beautiful.

Minority Interns, Supervisors, Clients, and Communities

The internship program and the Department desire to attract and retain qualified professionals from diverse ethnic and cultural backgrounds, especially those who are bilingual. The internship has been roughly on a par with other internship programs in its enrollment of minority interns—including three in the 98-99 class, one in the 99-00 class, two in the 00-01 class, five in the 01-02 class, two in the 02-03 class, four in the 03-04 class, none in the 04-05 class, one in the 05-06 class, one in the 06-07, one in the 07-08 class, 3 in the 08-09, one in the 09-10 class, 1 in the 10-11 class, and 2 in the 11-12 class. The current class has one minority. The Department prefers to hire our own interns as employees following their training when possible, and most years between one and three of the interns have taken staff positions, with minority and bi-lingual interns being especially desirable. Others have been hired at the local state hospital or have joined private practice groups. The six nearby colleges and universities are useful sites for professional peer contacts. Within the past year, 5 of our psychology interns from the past two classes were hired into the Department. Though not part of a formal Post-Doctoral program, pre-licensed psychologists hired by the Department are provided with supervised professional experience required for California licensure.

As noted above, the local population includes approximately 7% African-American, 49% Latino/Hispanic, 33% Caucasian, 7% Asian, and 1% Native-American residents. The Department prints client information in English and Spanish, and the Upland Clinic has a notable Vietnamese client group. Department employee percentages are 12%, 25%, and 7%, respectively, while clinical staff are represented as 14%, 27%, 41%, 11% and 1%, respectively. Currently there are two Hispanic primary intern supervisors (Drs DeEspinosa and Mendoza), but no African-American or Asian supervisors among the regular intern supervisory staff. The current primary supervisors include two women and three men.

The client populations of several Department clinics make it possible for interns to make significant contributions to the needs of minority clients (e.g. Mesa clinic has roughly 22% Latino and 36% Black). The Department has a dedicated, comprehensive cultural competency program. Each year training presentations are held regarding the treatment of minority clients, both for all treatment staff and in the intern seminar. There are local chapters of the NAACP, the Urban League, and the National Council of Negro Women. The County of San Bernardino also has a Black Employees Association, a Black Teachers Association, an Association of Black Probation Officers, various Black sororities and fraternities, and a monthly meeting for social contacts and general networking called First Friday Social Activities. We have a County Hispanic Employees Alliance. There are local newspapers and radio and TV stations in Spanish and other languages, and newspapers from Mexico City are flown in daily. Cinco de Mayo celebrations are a major event in the local community. There is an association of community professionals called Trabajadores Para La Raza. The Department regularly sponsors cultural celebration events, attendance to which is credited to interns' program training requirements.

If you would like to speak directly with minority staff members, you may call John Mendoza, Ph.D. at 909-579-8100, Christine Cardenas at (909) 421-9470, Pantea Bagheri, Ph.D. at 909-579-8100, Hsinya Chichester, Ph.D. at (909) 873-4483 or Charlotte Lewis, Ph.D. at (909) 458-9628. If you request it in advance, we will have available following your interview here a minority staff member to discuss with you the situation and perspective of minorities in the Department and in the community.

Accreditation

The program was first accredited by the American Psychological Association (750 First St. NE; Washington DC 20002-4242, Tel: 800-374-2721; 202-336-5500) as of May 1992, and is currently accredited through 2019. Our program has been a member of the Association of Psychology Post-Doctoral and Internship Centers (APPIC) since 1976.

Research

Opportunities are available to do dissertation research that has been approved by the Department's Research Committee. In addition, each intern performs a brief applied research project (the equivalent of approximately one week of work time) on treatment outcomes or some other topic of direct benefit to daily Department operations or client care, or participates in ongoing Departmental research. Recent intern research topics have included: efficacy of art therapy with the TAY population; effectiveness of training in crisis management for residential care paraprofessional staff; measurement of client recovery in forensic programs; effectiveness of supervision; effectiveness of clubhouse programs; staff cultural competence, and developmental/environmental factors related to victims of sexual exploitation.

Hours

Interns work 40 hours per week, full-time. Everyone reports for work at 8 a.m. All interns must be present on Friday each week for group supervision and for the didactic intern training seminar. Interns are limited by the Federal Fair Labor Standards Act to 40 hours per week, and the Department allows no more than ten work hours per day. Evening and weekend hours are not currently required, and carrying a pager is not required. Special (unpaid) arrangements will be made for students needing 2,000 hours of internship, if necessary. Interns can take ten days of (unpaid) vacation during the year and still earn the full stipend. A minimum of 1900 hours of supervised professional experience is required for internship completion.

Current Interns

Our current 2013-14 interns are from: Fuller Seminary, Pasadena, CA; Wheaton College, Wheaton, IL; University of Denver, Denver, CO; Biola University, La Mirada, CA; and the Illinois School of Professional Psychology, Chicago, IL. In most of our intern groups, a variety of theoretical orientations are represented.

Positions Following Internship

In most years between one and three of our interns are hired as Department staff. One or two seek positions in formal postdoctoral training programs. (We provide required licensing supervision for staff here but do not have a formal postdoctoral program.) Others take positions in state hospitals, prisons, or other county-affiliated mental health agencies, or return to previous private practice arrangements. Occasionally an intern goes into academia. Recently, the Department has resumed hiring for clinical positions after a 3-4 year hiring freeze due to economic stagnation statewide. Within the past two years, 6 of our psychology interns from the past two classes were hired into the County mental health system.

Qualifications

Essential applicant qualifications are completion of at least three years of graduate study in psychology, current enrollment in a clinical or counseling psychology program (Ph.D. or Psy.D.) at a nationally or regionally-accredited graduate school of psychology, certification by the graduate school of readiness for internship, and adequate course work and practicum background in psychological testing and psychotherapy (at least 1000 practicum hours and at least three courses in psychotherapy). You must be skilled in the administration and scoring of a standard battery of tests and have familiarity with the interpretation of them. You must have had at least one course covering intellectual assessment, one covering objective tests, and one covering projective tests (a "survey" course covering all three areas does not count). You must also have had actual practicum course experience in psychotherapeutic work (400 hours minimum). Other experiences will not satisfy this requirement. Other minimum amounts of experience required include at least four test reports integrating data from four or more tests and at least five intakes or other mental health evaluation interviews during the course of which you made a DSM-4 diagnosis.

Specific criteria we have developed will be applied in the evaluation of course work and experience of students in non-traditional programs. While the degree of participation in countertransference-oriented supervision is decided by the individual intern (along with a clear program distinction between supervision and psychotherapy), this activity is an important element in the program's model of training, and interns who do not wish to engage in this learning method will probably feel out of place here. Preference may be given to applicants from APA-accredited graduate programs. The County is an Equal Opportunity/Affirmative Action employer. Minority and bilingual (including sign language) applicants are encouraged to apply. Neither the County nor the internship program discriminates on the

basis of age, race, ethnic background, gender, sexual orientation, socioeconomic background, handicap, religion, or health status. An applicant's ability to conform to this non-discrimination policy is a relevant selection criterion. Applicants who are paired with our program through the APPIC/NMS match process will be required to complete a County of San Bernardino application process, similar in most respects to what is required of non-intern new Department employees. Final acceptance is contingent on a passing a brief health screening evaluation given by the County to selectees before the start of the internship, including a urine drug screen and two TB tests. A criminal background check including fingerprinting is required for all work sites.

Application Procedures

Submit by Midnight, Nov. 8, 2013 the APPIC uniform application form, through APPI Online. Attach one redacted sample psychological testing report.

Applicants are encouraged to provide as much autobiographical information as possible in their cover letter. Avoid focusing on factual information that is already noted elsewhere in the application materials. The cover letter is an opportunity to discuss "who I am" in a more personal way than is available in the rest of the APPI, and helps the Program.

Applications will be screened and rated. Selected applicants will be offered one-hour interviews. In person interviews are preferred for all applicants, though phone interviews are allowed for non-Southern California applicants who are unable to attend in person. Acceptances will be accomplished through the computer match program sponsored by the Association of Psychology Post-Doctoral and Internship Centers. This internship site agrees to abide by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant.

Please check materials sent to you by National Matching Services, but current program tracks being offered, and their National Matching Services numbers are--

115112 Full-time, Outpatient track (two 6-month general outpatient rotations) (2 positions) and **115114 Full-time, Forensic/Outpatient** (6 months forensic & 6 months outpatient) (4 positions) (No half-time positions are offered for 2014-15.) In the national selections match, it will be to your advantage to rank all of our program tracks that you would be willing to accept.

If you have questions about the program, you may contact:

Kipp Thorn, Psy.D., Psychology Intern Program Supervisor

County of San Bernardino Department of Behavioral Health

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kthorn @ dbh.sbcounty.gov

Brochure on web site: www.sbcounty.gov/dbh/InternshipProgram/psychint/default.htm

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